

PMCD Response To Selected Items Contained In OMB Memo To DCI, Dated  
27 July 76; Subject: Presidential Management Initiatives

1. DECISIONMAKING AND DEPARTMENTAL ORGANIZATION

Each Agency should:

- F. "Review current staffing patterns and structures to identify unnecessary position layering and excessive organizational subdivision."

Comment:

Internal Agency regulations [REDACTED] establish policy on STATINTL organization and manpower controls and charges each Deputy Director, the Director of Personnel, the Comptroller, and others with responsibilities for identifying unnecessary position layering and excessive organizational subdivision. On a continuing basis, inspection and survey bodies such as the Position Management and Compensation Division and the Inspector General's Staff conduct reviews of organizational structures and make recommendations accordingly.

"Develop a plan to consolidate subunits with similar and related functions."

Comment:

The Agency's Position Management and Compensation Division, through its survey and review processes, which cover all Agency elements, makes recommendations in the areas of duplication of efforts. These activities will be reviewed to develop a more comprehensive plan for the consolidation of subunits with similar or related functions.

"Establish guidelines which will be reviewed by OMB for

"assistant to" positions, including number per policy official  
and grade level. Procedures should be established to ensure  
at least Agency deputy level review of proposals to create new  
subdivisions and "assistant to" positions."

Comment:

The Agency's Position Management and Compensation Division currently applies general criteria in assessing the need for "assistant to", "deputy", and "special assistant", positions. These criteria will be reviewed and additional guidelines will be established as required.

5. PERSONNEL MANAGEMENT

- E. "Agencies should, by September 3, begin a year long program for  
the careful, systematic reexamination of internal position manage-  
ment and classification systems. called for in the President's May  
27 memorandum, in accordance with CSC instructions issued 2 July 1976."

Comment:

During the past two years, major studies have been conducted to examine the Agency's internal position management and classification systems. The results of the most recent study, conducted by the Agency's Inspector General during the period October 1975 - March 1976, are currently under review by the Deputy Director, CIA.

- H. "Agencies should evaluate their current internal systems for  
administering personnel ceilings to look for better ways of  
ensuring compliance with those ceilings and provide flexibility  
for intra-Agency ceiling reallocation. A report of this evaluation  
should be submitted to OMB by September 21".

Comment:

Internal Agency regulations [REDACTED] currently provide for <sup>STATINTL</sup>  
a collaborative effort between the Director of Personnel and the  
Agency Comptroller in the review of proposals for significant  
organizational and manpower ceiling changes and the submission  
of recommendations to the Director for his approval. This  
system will be reviewed to seek improvements in implementing  
the Agency's manpower control program.